

James Dennis Phelan
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**WORK
EXPERIENCE**

**self employed, private
practice**

6/2004 - Present

Facilitator, Mediator, Arbitrator
and Consultant, HR and Conflict Resolution

**US DOT/ Federal Railroad
Administration
Lester, PA US**

11/1995 - 5/2004

Senior Railroad Safety Project Coordinator

Facilitator for major collaborative projects involving worker and workplace safety where labor representatives, railroad management and FRA regulators participate;

Participant of select delegation at the request of Polish government to assist in revitalization and privatization of Polish National Railroad on site in Poland. Personally briefed Poland's Vice President and Minister of Finance on project;

Participated in development and implementation of FRA training program for senior program managers emphasizing the collaborative process;

Wrote speeches for Administrator, presented speeches on behalf of FRA Administrator and same for FRA's Office of Safety; and,

Represented FRA at interviews to national media, organized and provided testimony at formal hearings by National Transportation Safety Board, briefed members of congress and AFL-CIO labor chiefs on FRA policy or specific issues of interest.

**United Transportation Union 1/1987 - 12/1994
New York, NY**

Elected union official, Local and General Chairman

Elected union representative, two terms of office (8 years); General Chairman is the highest designated union officer under federal law for all matters pertaining to collective bargaining and member representation.

Chief negotiator for all work rules, rates of pay, working conditions and health and welfare benefits for train service employees employed by Metro-North Commuter Railroad Company, NY, NY; advised members of contract interpretations and progressed grievances for employee discipline and contract violations through the arbitration process.

Handled many complicated rules cases and dozens of employee discipline cases. Handled many drug and alcohol situations, informally and through contractual avenues; represented members with management for EEO, sex and age discrimination complaints prior to formal proceedings, as well as physical and mental disability accommodation.

Union spokesman with local media on all issues, primarily on worker and workplace safety. Primary contact for municipal, state and federal government inspectors and regulators (OSHA and FRA)

Conrail & Amtrak **1/1977 - 11/1985**
NY, NY, Philadelphia, PA, and
Washington, D.C.

Labor Relations Examiner & Labor Relations Officer

In 1977 appointed Labor Relations Examiner, an entry level position in management, Conrail's regional labor relations department, head quartered in New York City.

Appointed 1979 Labor Relations Officer in Amtrak HQ's in Washington, DC, preparing and presenting cases for arbitration, participated in national negotiations, and designated spokesman/ chief negotiator for start-up agreements for Amtrak's auto-train service.

EDUCATION

Fairfield College Preparatory School
Fairfield, CT
High School Diploma- 6/1968

Assumption College
Worcester, Mass US
Bachelor's Degree - 6/1972

Cornell/ Baruch University
New York, New York
App. 1990
Master's degree program in Industrial and Labor Relations,
no degree.

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JOB RELATED TRAINING

The Program on Negotiation
Harvard University
2002

Two 40 hour courses in facilitation through the US
Government USDA at the Western Training Institute in
Colorado;

Civil Mediation Seminar
Maryland Institute for Continuing Professional Education of
Lawyers (MICPEL) 2005

Human Resource Management Professional Certification
Program at Villanova University, 2005

Program on Conflict Resolution
Cornell University
School of ILR and Law School
(including Mediator and Arbitrator training)
2006

AFFILIATIONS

International Association of Facilitators	Member
Global Facilitator Service Corps	Member
Association for Conflict Resolution, local chapter	Member